# HRSINGAPORE

## **Question - Overtime Rate for Public Holiday - Update 2**

Dear all.

My company operate on 5 working days. When public holiday fall on Sat, we grant staffs with an additional day off (off-in-lieu) which they will need to consume within 3 months. But now I got a situation when the warehouse came back to work during last Vesak Day holiday (a Saturday), do I pay them at the rate of 1.5 or 2? Please assist to advise.

Thanks.

Carol

## **REPLY 1**

Just follow MOM. Its very clear, treated as 1 time pay.

Jeffrey

### **REPLY 2**

It should be 2 times.

Siew Hua

#### **REPLY 3**

You have already granted your staff one day off in lieu of the (Vesak Day) Holiday. As such, payment for working on Saturday should be 1.5 times since you are on five-day week – the rate that you would pay them if they work on any other Saturdays. If you did not grant them the day off in lieu, then it would be a different situation.

Samuel

#### **REPLY 4**

You get a day off in lieu of the holiday on Sat. Therefore you may think that it should be one rate but please look at how overtime for shift staff is treated and also the difficulties in getting staff to work in this instance. We don't read by the books.

Siew Hua

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## The Employment Act & Its Practical Applications Workshop

# - 24 August 2016 (13th Run)

The Employment Act (EA) was enacted in 1968. It is Singapore's main labour law that seeks to provide for the basic terms and working conditions for all types of employees except those employed in managerial or executive positions, seamen and domestic workers. It also seeks to ensure reasonable employment standards while balancing businesses' need to stay competitive.

A good understanding of the Employment Act will result in positive Employee Engagement and build Industrial Relations harmony by minimizing disputes between Employers and Employees or Union. As such, it shapes the responsibilities and relationship between Employers and Employees.

During the session, participants will be able to differentiate Contract of Service and Contract for Service, Termination and Dismissal, to identify when an employment contract is broken, to handle no show cases for recruitment, as well as the legal requirements for public holidays, sick leaves, annual leave and maternity leave.

The trainer will also cover on the Key Employment Terms (KETs) which has

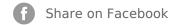
come into effect on 1 April 2016.

For details, please click on: <a href="http://hrsingapore.org/eapa/">http://hrsingapore.org/eapa/</a>



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